

## **Croft Church of England Primary School**

**Headteacher**  
**Full Time, Permanent**  
**Required for September 2026**  
**Salary L8-L14 - £61,534-£71,330**

**Closing Date: Thursday 14th May 2026, 9:00am**  
**Interview Date: w/b 18<sup>th</sup> May 2026**  
**Start Date: September 2026**



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## **Welcome from the CEO Trust Chair and LGB Chair**

Dear Prospective Applicant,

Thank you for your interest in the position of Headteacher at Croft Church of England Primary School. We are focused on finding a dedicated, visionary and suitably experienced professional to lead this unique school.

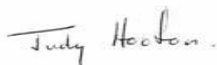
Croft is an ambitious, high-performing and highly inclusive school where children are at the heart of everything we do. Guided by our Christian values, we foster a nurturing environment in which pupils and staff are encouraged to flourish, feel valued and achieve their potential. Our committed team works closely together to provide a supportive, aspirational school where everyone belongs.

As part of the Dales Academies Trust, the successful candidate will receive substantial support from leaders and staff across the Trust, as well as local governors and the Diocese. All are fully committed to ensuring that Croft continues to go from strength to strength, providing the best possible education for the children that attend the school.

We warmly invite you to visit our school to experience firsthand, the friendly and supportive atmosphere that defines Croft Church of England Primary School. Please email [recruitment@dalesmat.org](mailto:recruitment@dalesmat.org) or contact the Dales Academies Trust Office on 01609 561017 to schedule an appointment. If you would like a confidential discussion about the role, please contact the Dales Academies Trust Office via the same contact details and this will be arranged.

We look forward to welcoming you to Croft Church of England Primary School and exploring how you can contribute to its ongoing success.

Yours sincerely,



**Judy Hooton**  
Chair of the Dales Trust  
Board



**Damian Chubb**  
Dales CEO



**Alison Russell**  
Chair of Governors

# **Croft Church of England Primary School Headteacher Full Time, Permanent Required for September 2026 Salary L8-L14 - £61,534-£71,330**

Croft is an inclusive, dynamic and forward-thinking school where all decisions are guided by the Christian vision. We foster a nurturing environment in which pupils and staff are encouraged to flourish, feel valued and achieve their potential. Our committed team works closely together to provide a supportive, aspirational school where everyone belongs.

Children at Croft achieve incredibly well due to the strong pastoral and educational support they receive. The school staff team are talented and dedicated to ensuring children love their time at school and grow to be respectful, independent and confident.

We are seeking a Headteacher to lead the next stage of the school's journey. We wish to appoint an experienced and talented leader with high expectations for what **every** child can achieve. The successful candidate will be skilled in teaching and learning and have a deep knowledge of what constitutes strong practice in primary education. An accomplished team builder, they will develop, inspire, and sustain the strong school team, modelling the behaviours expected of others and leading by example, the dedicated and committed staff of the school.

The successful candidate will be:

- somebody who will actively live out and embed the Christian Vision and core Christian values of the school.
- a dynamic leader who can inspire, support and develop the talents of pupils and staff within a vibrant community of learners.
- relentless in their pursuit of the best outcomes for all.
- committed to ensuring equality of opportunity and social justice for all.
- adept in balancing appropriately the operational and strategic demands of the role.
- committed to the principles of appropriate accountability seen as a framework in which to achieve excellence for all.
- experienced in and committed to ensuring best practice to support pupils with SEND.
- consistently modelling the behaviour expected from staff and pupils.

- passionate in developing a learning experience that genuinely meets the needs of all learners.
- Able to build positive relationships with all stakeholders and a highly effective communicator.

The school / Trust can offer:

- a working environment with a strong sense of community and moral purpose.
- engaged and enthusiastic pupils.
- supportive families.
- a dedicated and established group of staff.
- a highly skilled local governing body and supportive central Trust team.
- a wide range of professional development opportunities, within the school's context and the wider Trust.
- high quality support for school leaders in their pursuit of excellence.

The skill set we have laid out is both extensive and diverse. Evidence of impact is important but so is your educational vision and philosophy. If you feel you have the right combination of experience and vision, we would be very interested to hear from you.

The successful post holder will be line managed by the CEO of Dales Academies Trust and accountable to the Chair of the LGB.

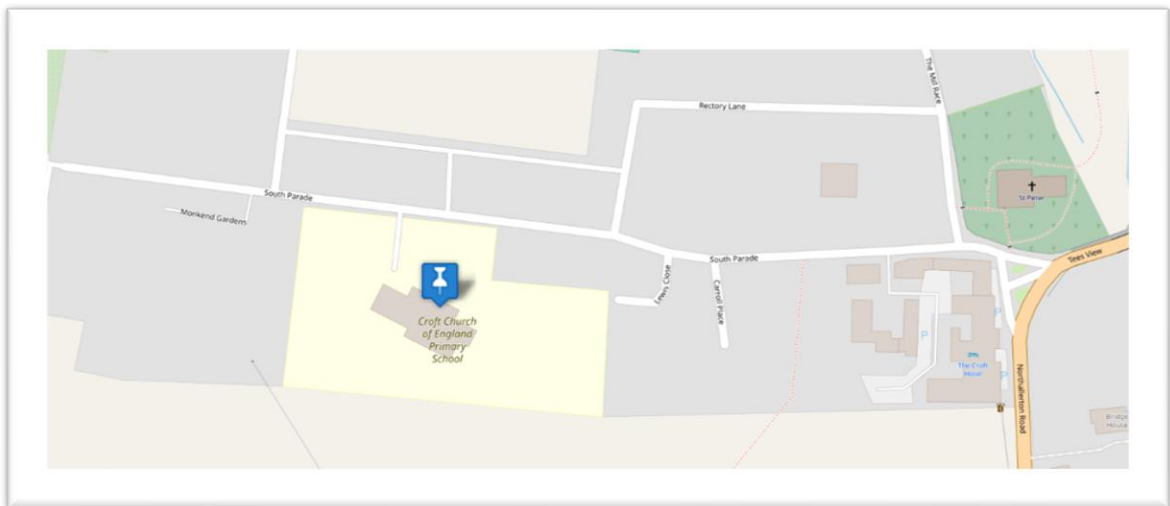


Interested candidates can obtain an application pack by visiting our website, [Dales Academies Trust](https://www.dalesmat.org) or emailing the Trust, [recruitment@dalesmat.org](mailto:recruitment@dalesmat.org). Visits to the school are welcome but by appointment only, please telephone 01609 561017 to arrange an appointment. If you would like a confidential discussion about the role, please contact the Dales Academies Trust Office via the same contact details and this will be arranged.

**Closing Date: Thursday 14th May 2026, 9:00am**  
**Proposed Interview Date: w/b 18<sup>th</sup> May 2026**  
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*Dales Academies Trust is committed to safeguarding and promoting the welfare of our pupils and young people. We have a robust Child Protection Policy and all staff will receive training relevant to their role at induction and throughout employment with the Trust. We expect all staff and volunteers to share this commitment. This post is subject to a satisfactory enhanced Disclosure and Barring Service criminal records check for work with children. This post is exempt from the Rehabilitation of Offenders Act 1974 and the Exceptions Order 1975 as amended.*

## How to find us



**Croft Church of England Primary School**  
**South Parade**  
**Croft on Tees**  
**Darlington**  
**DL2 2SP**

# About Croft Church of England Primary School

## Our vision and values

***"Be happy: aspire, believe, achieve."***

At Croft Church of England Primary School, our vision – “Be happy: aspire, believe, achieve” – guides pupils, staff, governors and families in all that we do. Rooted in Christian teaching, this vision ensures a rich balance of high achievement, strong pastoral care and meaningful opportunities that enable every child to flourish. We want our children to grow into confident, compassionate and responsible citizens of the future.

Croft is a warm, vibrant and inclusive school community where children are nurtured to develop strong foundations for learning and life. We believe that every child can succeed, and we encourage them to aspire highly, believe in themselves and persevere when faced with challenge. Our school is a place where happiness, ambition and achievement are celebrated, and where everyone is supported to reach their full potential.

Our Christian ethos is central to daily life at Croft. Guided by our Christian values and our commitment to nurturing independence, perseverance and respect, we create a caring environment where pupils feel safe, valued and inspired to learn. These principles shape our curriculum, relationships and collective worship, supporting pupils’ academic, social and spiritual development.

Croft Church of England Primary School is a close-knit village school that works in strong partnership with families, the local community, our parish church and the Dales Academies Trust. Together, we are committed to ensuring that every child flourishes and leaves us well prepared for the next stage of their journey.

For further information, please visit our school website: [www.croft.dalesmat.org](http://www.croft.dalesmat.org)

## About Dales Academies Trust

'Together for Excellence'

Dales Academies Trust (Dales) was established in 2017 as a Multi Academy Trust (MAT), with sponsor status, for the northern church schools of the Church of England dioceses of Leeds and York.

As with the other church MATs across both dioceses, the Trust is open to church and non-church schools with a core purpose of providing an inclusive education for children of any ability, culture, gender, sexuality, faith or no faith. The ethos is derived from, and informed by, the Church of England's commitment to education and schooling over more than 200 years.

Dales welcomed its first community school into the Trust in 2020 when Carnagill Community Primary School became the fourteenth setting to join our family of schools. To date Dales consists of the following schools:

School	Date of joining the Trust
All Saints CE Academy (Secondary)	September 2017
Eppleby Forcett CofE Primary School	November 2017
Middleton Tyas CofE Primary School	November 2017
South Otterington CofE Primary School	January 2018
East Cowton CofE Primary School	November 2017
Barton CofE Primary School	December 2017
Ravensworth CofE Primary School	December 2017
Croft CofE Primary School	January 2018
Ainderby Steeple CofE Primary School	January 2019
Thornaby CofE Primary School	July 2019
St Francis CofE Primary School	August 2019
Carnagill Community Primary School	April 2020
Great Smeaton Primary School	April 2024
Oakbridge CofE Primary School	September 2024

Oakbridge CofE Primary School is the Trust's first Free School, with Dales being named as the sponsor after a competitive process in April 2021; it opened with a cohort of Reception children in September 2024.

Everything we do is informed by our Vision that 'Working together for excellence', and rooted in quality, collaboration and care, we deliver exceptional learning experiences through inspirational teaching and nurturing a love of life-long learning. We dare greatly, travel hopefully and enable each other to flourish'.

In practice, for example, we have established a range of networks within the Trust, including the Primary Headteacher Partnership, which has at its heart, a focus on self-supporting school improvement, as well as subject partnerships, Early Years, SEND and a Chair of Governor's Forum. In addition to this all schools continue to play an active role in partnerships beyond the Trust with settings being part of their local networks, senior MAT leaders linking with Teaching School Hubs and the CEO sitting on the Hambleton &

Richmond Locality Board, and on the Executive of the National Small Schools group. We are committed to working in partnership to ensure the best possible outcomes for all pupils in Trust schools.

The Trust 5-Year Strategic Plan focuses on three key areas, namely:

1. Ensure the best possible outcomes for all pupils	2. Recruit and retain the best staff	3. Grow appropriately, becoming a sustainable, viable organisation
through timely, intelligence led, research informed school improvement activities utilising high quality support and effective collaboration within a supportive accountability framework.	through establishing Dales as an employer of choice, committed to the ongoing development of its staff through rigorous, personalised, evidence based CPD and effective talent management at all levels of the organisation.	through optimisation of financial efficiencies, infrastructure and processes, to ensure fitness for purpose, and further informed by relationships with networks and organisations beyond the Trust.

All Trust Headteachers are actively involved in the delivery of the strategy; our successes to date have been due to the focused teamwork of leaders and staff in all schools operating within an organisation that has worked hard to establish its accountability framework as a driver for excellence.

Dales is at the next stage in its development with the establishment of even closer working between the practitioners in its schools and ongoing conversations with a number of schools interested in joining. We are very keen to maintain this momentum and are actively looking for creative and driven team players who will work with us on delivering the next phase of our growth.

Further details about the Trust can be obtained by visiting our website [www.dalesmat.org](http://www.dalesmat.org) and the Safeguarding & Child Protection Policy can be viewed via this [link](#).

## **JOB DESCRIPTION**

### **Headteacher – Croft Church of England Primary School**

#### **Key responsibilities and accountabilities**

- To fulfil all the requirements and duties as set out in the School Teachers' Pay and conditions Document relating to the Conditions of Employment of Head Teacher.
- To meet the National Standards for Headteachers as published by the DfE.
- To seek to achieve any performance criteria, objectives or targets agreed with or set by the Trust or School's Local Governing Body in accordance with the requirements set out in the agreed School Teachers' Pay and Conditions Document.
- To promote and safeguard the welfare of all children and young people within the school, by ensuring that the school's policies and procedures relating to safeguarding children and child protection are fully implemented and followed by all staff; resources are allocated to allow staff to discharge their responsibilities; and that staff, pupils, parents, and others feel able to raise concerns and that these are addressed sensitively and effectively.

#### **The School's Local Governing Body wish a particular emphasis to be placed upon the following:**

In the light of the school's Church of England foundation and their commitment to sustaining and developing their Christian ethos and values, the purpose of the role of Headteacher at South Otterington Church of England Primary School is:

1. To raise standards across the school with particular reference to academic performance so that all pupils achieve to the very best of their ability.
2. Deliver and ensure an enriched, broad and high-quality curriculum, which delivers high standards, expectations and outcomes for all pupils and develops a love of learning.
3. Demonstrate and promote a distinctive Christian Vision and Christian values, set in the context of the Church of England's vision for education for the school in everyday working practice through optimistic personal behaviour, building of positive relationships and attitudes towards pupils and staff, and towards parents, governors and members of the wider community. Rooted in mutual respect, to ensure proper professional boundaries, and to treat each person as a unique individual of inherent worth.
4. Be responsible for working in close partnership with the Trust and Local Governing Body, stakeholders and Diocese to ensure the vision for the school is delivered.

5. To be accountable to the Trust and school's Local Governing Body on progress made against the School's Development Plan objectives, making recommendations as to future priorities and actions.
6. To establish a vision of school improvement and to lead the staff and Local Governing Body to implement, review and evaluate the impact of the School Development Plans.
7. Ensure other members of the leadership team and individuals within the school have an opportunity to and are actively encouraged to make the development of staff even more important and to develop their leadership qualities and experience.
8. To lead in the provision of and delivery of outstanding learning and teaching.
9. To establish a reflective culture through a process of rigorous self-evaluation, including quality assurance and performance management at all levels.
10. To develop, inspire and motivate effective teams to deliver high quality education and thereby raise standards across the school.
11. Manage the financial and human resources effectively and efficiently to achieve the schools' Christian Vision and values in line with legal requirements.

## **General**

The above principal accountabilities are not exhaustive and may vary without changing the character of the job or level of responsibility.

The postholder must be flexible to ensure the operational needs of the school are met. This includes the undertaking of duties of a similar nature and responsibility as and when required, throughout the various work areas in the school.

The Health and Safety at Work Act (1974) and other associated legislation places responsibilities for health and safety on all employees. Therefore, it is the postholder's responsibility to take reasonable care for their own the Health, Safety and Welfare and other employees in accordance with legislation and the school's Health and Safety policies and procedures.

## HEADTEACHER PERSON SPECIFICATION

The Selection Panel will be looking for evidence to support the following criteria. When completing your application please demonstrate evidence for each of the elements below.

**Please note that your application will be shortlisted upon how well your application demonstrates you meet the person specification criteria detailed below.**

### KEY

A = Application	R = References	SA = Selection Activity	P = Presentation
FI = Formal Interview	E = Essential	D = Desirable	M = Meets Criterion

No.	Criteria	E/D	Sources of evidence					
			A	R	SA	P	FI	M
<b>QUALIFICATIONS AND TRAINING</b>								
1	Qualified Teacher Status	E	✓					
2	Honours Graduate or equivalent	E	✓					
3	NPQH qualification, or willingness to work towards this.	D	✓					
4	Commitment to continuous training and further professional/academic study appropriate to the role.	E	✓					
<b>EXPERIENCE</b>								
5	Proven experience of successful senior leadership and management experience at Assistant Headteacher, Deputy Headteacher or Headteacher level in a primary setting	E	✓	✓				
6	Successful experience of teaching in more than one primary setting	D	✓	✓				
7	Successful experience of developing relationships and partnerships with key stakeholders	E	✓		✓	✓	✓	
8	Successful experience of leading and managing change, innovation and achieving high performance	E	✓	✓			✓	

9	Experience of drawing on best practice through effective working relationships, including with other schools and organisations, to inform school improvement and secure the best outcomes for all pupils	E	✓			✓	
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No.	Criteria	Sources of evidence						
		E/D	A	R	SA	P	FI	M
	<b>KNOWLEDGE</b>							
10	Up-to-date knowledge and understanding of education and school systems including leading a school within a MAT	D	✓			✓		
11	A thorough knowledge of the National Curriculum, Ofsted and SIAMS frameworks	E	✓		✓			
12	<b>The knowledge and understanding for the provision of an inclusive education that meets the needs of all pupils</b>	E	✓	✓			✓	
	<b>SKILLS</b> The ability to:	<b>E/D</b>	<b>A</b>	<b>R</b>	<b>SA</b>	<b>P</b>	<b>FI</b>	<b>M</b>
13	Deliver excellent provision for all pupils, taking into account, for example, local and national priorities and financial considerations	E	✓				✓	
14	Actively support and embed the Christian Vision and core Christian Values of the school	E	✓	✓	✓	✓	✓	
15	Communicate effectively, having excellent oral, written and listening skills	E	✓	✓	✓	✓	✓	
16	Motivate and empower stakeholders to meet school improvement priorities	E	✓		✓	✓	✓	
17	Think and operate strategically	E	✓		✓	✓	✓	
18	Promote community cohesion	E	✓			✓	✓	
19	Manage staff effectively, within appropriate accountability frameworks, supporting their further development and holding them to account when necessary	E	✓				✓	
20	Raise standards through implementing research informed practice	E	✓	✓	✓	✓	✓	
21	Manage the school's financial and human resources effectively and efficiently	E	✓		✓	✓	✓	
22	Establish effective teams, with distinct roles, responsibilities and accountabilities	E	✓		✓		✓	
23	Produce and implement clear, evidence-based improvement plans	E	✓	✓				

24	Use of the output of internal and external accountability processes to shape school improvement strategy	E	✓				✓	
	<b>SAFEGUARDING AND PROMOTING THE WELFARE OF CHILDREN AND YOUNG PEOPLE</b>	<b>E/D</b>	<b>A</b>	<b>R</b>	<b>SA</b>	<b>P</b>	<b>FI</b>	<b>M</b>
25	Current knowledge on recent national and local safeguarding and child protection developments.	E	✓	✓			✓	
26	Promote safeguarding as the responsibility of everyone; ensure that the principles of safeguarding underpin school policy and practice.	E	✓		✓		✓	

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## Selection Process Guidance

Our aim is to ensure that we recruit the right person for the job. We will ensure that the selection process is fair and without discrimination for or against any candidate based on age, ethnicity, sex, marital status, or sexual orientation. The person specification sets out the criteria used to assess candidates through the selection process.

We are committed to safeguarding our pupils and will assess the candidate's suitability for working with pupils as part of the selection process. We will check the accuracy of all information and investigate any perceived anomalies. We take up references prior to interview and use these to verify the information you have given us. Firm offers of employment are never made without satisfactory references. All potential employees are subject to an enhanced disclosure from the Disclosure and Barring Service. An online search will be undertaken for those candidates shortlisted.

### Visits to the School

Visits to the school are warmly welcomed by prior arrangement, you will not be disadvantaged if you are unable to visit. Please contact us on 01609 561017 or email [recruitment@dalesmat.org](mailto:recruitment@dalesmat.org) to arrange an appointment. The visit will give you an opportunity to ask questions about the role and the school to assess if this is somewhere you would like to work. Where a visit is not possible, a phone call with the Director of Primary Education can be arranged.

### Applications

Please ensure that all parts of the application are completed. We do not accept CVs as part of the selection process. Please ensure that you demonstrate how your experience and skills make you suitable for the position. Applications can be submitted online, via email or via paper copy.

### Shortlisting

We assess all applications against the person specification criteria using the evidence you provide in your application. This is done by a panel of senior staff and governors. We carefully check all applications for anomalies.

Candidates who best meet the person specification will be invited to an interview. We will notify you by telephone with e-mail confirmation to follow. If you have not heard from us within three days of the shortlisting date, you have not been successful at this stage.

### References

We request references for all candidates who are invited to interview. Requests will be made at the same time that candidates are invited to interview. Your first referee should be your current or last, employer.

### Interview Process

The interview process will consist of a number of tasks and activities including a formal interview, over two days. These are designed to allow you to demonstrate your skills

and abilities. You will be asked to bring proof of qualifications and identification.

### **Final Selection**

Following the tasks and formal interview, we will use the person specification as a guide to select the most suitable candidate for our school. We will then telephone each candidate to inform them of the outcome. We will give brief feedback during this telephone conversation.

### **Offer of Employment**

We will make a verbal offer of employment by telephone on the day of the interview and this will be confirmed in writing. Any offer is made subject to:

- References satisfactory to us
- A satisfactory DBS check
- Provision of proof of identity and qualifications

### **Timeline**

**Closing Date: Thursday 14<sup>th</sup> May 2026, 9:00am**

**Proposed Interview Date: w/b 18<sup>th</sup> May 2026**

**Start Date: September 2026**

**Venue: Croft Church of England Primary School**

**We very much look forward to receiving your application.**

